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- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Levels of Racism

- Institutionalized
- Personally-mediated
- Internalized

Institutionalized Racism

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- Differential access to the goods, services, and opportunities of society, by “race”

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- Examples
  - Housing, education, employment, income
  - Medical facilities
  - Clean environment
  - Information, resources, voice

- Explains the association between social class and “race”

Personally-mediated Racism

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- Differential assumptions about the abilities, motives, and intents of others, by “race”
- Differential actions based on those assumptions
- Prejudice and discrimination

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- Examples
  - Police brutality
  - Physician disrespect
  - Shopkeeper vigilance
  - Waiter indifference
  - Teacher devaluation

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- Acceptance by the stigmatized “races” of negative messages about our own abilities and intrinsic worth

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- **Examples**
  - Self-devaluation
  - White man’s ice is colder
  - Resignation, helplessness, hopelessness

- Accepting limitations to our full humanity